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Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1948.

Dated at Melbourne, this
12th day of May, 1948.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 3 (BUTCHERS).

Clauses 2 (a) and 2 (b) of the Determination published in *Government Gazette* No. 11 of the 19th January, 1948, shall be replaced by the following clauses:—

2. (a)

APPRENTICES AND IMPROVERS.

Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets within the Metropolitan District.				Apprentices and Improvers not elsewhere included.				
				APPRENTICES. Five-year Terms.				
Weekly Wage.					Rate Per Week.	Constant Loading Per Week.	War Loading Per Week.	Total Per Week.
£ s. d.					£ s. d.	s. d.	s. d.	£ s. d.
1st years. experience	..	..	..	First year	1 7 0	2 0	1 0	1 10 0
2nd "	"	"	"	Second year	1 16 6	2 0	1 6	2 0 0
3rd "	"	"	"	Third year	2 14 0	4 0	2 0	3 0 0
4th "	"	"	"	Fourth year	3 9 3	5 0	2 3	3 16 6
5th year	..	..	..	Fifth year	4 11 0	5 6	3 0	4 19 6
Minimum Wage				Four-year Terms.				
				First year	1 12 0	2 0	1 0	1 15 0
				Second year	2 5 6	3 0	1 6	2 10 0
				Third year	3 9 3	4 6	2 3	3 16 0
				Fourth year	4 11 0	5 6	3 0	4 19 6
PROPORTION (BY ANY EMPLOYER).				EMPLOYMENT OF MALE JUNIORS.				
Apprentices.				(a) In such portions of the State of Victoria as come within the purview of the Apprenticeship Commission after a probationary period of four months male juniors shall only be employed as apprentices. The periods and conditions of such employment (except wage rates) and the duties and responsibilities of such apprentices and their employers shall be as prescribed by such Commission.				
One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.				(b) In all other areas covered by this Determination unapprenticed juniors may be employed on the following terms:—				
Improvers.				After a probationary period of six months each junior for a period of at least four years shall be trained to be a general butcher, and shall not be dismissed from his employment during such period except for inefficiency or misconduct or in the event of the employer ceasing to carry on business or who for financial reasons becomes unable to employ labour.				
Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.								

APPRENTICES AND IMPROVERS—continued.

IMPROVERS.				
Employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.				
			Weekly Wage.	
			£ s. d.	
Under 18 years	..	..	4 0 0	
18 years and under 19 years	..	..	4 14 6	
19 years and under 20 years	..	..	5 5 0	
20 years	..	..		Minimum wage

No carter or driver under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District.
No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle.

PROPORTION (BY ANY EMPLOYER).

One improver to every five drivers receiving not less than the minimum wage.

Apprentices and Improvers not elsewhere included.				
The wage rates of unapprenticed junior labour shall be as follows:—				
	Rate Per Week.	Constant Loading Per Week.	War Loading Per Week.	Total Per Week.
	£ s. d.	s. d.	s. d.	£ s. d.
First year ..	1 12 0	2 0	1 0	1 15 0
Second year ..	2 1 6	2 6	1 0	2 5 0
Third year ..	2 16 0	4 0	2 0	3 2 0
Fourth year ..	3 16 9	4 6	2 3	4 3 6
Fifth year and until reaching the age of 21 years ..	4 12 6	6 0	3 0	5 1 6

Where a juvenile commences in the industry after having attained his seventeenth birthday he shall be paid at the second year rate in the first year and the third year rate in his second year and so on.
Juveniles under the age of 18 years shall not be engaged in delivering for more than 4 hours on any one day.
Each juvenile shall within 14 days of accepting employment supply a certificate to the Master Butchers Meat and Allied Trades Federation of Australia and to the Australasian Meat Industry Employees Union stating his correct age and his period of service in the industry.

PROPORTION OF JUVENILES AND APPRENTICES.

The number of apprentices and/or unapprenticed juniors employed in any one shop or slaughter-house whether consisting of a shop, small goods factory, or factory only, or of a shop, slaughter-house, and factory combined, shall not exceed one to three or fraction of three adult weekly employees. An employer actually working in the shop, slaughter-house, or the factory for the whole or a substantial part of his time shall be treated as an adult for the purpose of this clause.

PROPORTION (BY ANY EMPLOYER).

PROPORTION OF JUVENILES AND APPRENTICES.

The number of apprentices and/or unapprenticed juniors employed in any one shop or slaughter-house whether consisting of a shop, small goods factory, or factory only, or of a shop, slaughter-house, and factory combined, shall not exceed one to three or fraction of three adult weekly employees. An employer actually working in the shop, slaughter-house, or the factory for the whole or a substantial part of his time shall be treated as an adult for the purpose of this clause.

2. (b)

OTHER EMPLOYEES.

DIVISION A.—ABATTOIRS OR MEAT MARKETS WITHIN THE METROPOLITAN DISTRICT.

	Weekly Wage.		
	Adjustable Wage.	*Emergency Loading (Non-adjustable).	Total Wage.
	£ s. d.	s. d.	£ s. d.
Tacklemen ..	8 12 6	6 0	8 18 6
Slaughterman ..	8 2 0	6 0	8 8 0
Head and Feet Boners ..	7 6 6	3 0	7 9 6
Scalders ..	7 6 6	3 0	7 9 6
Meat Lumpers ..	7 3 6	3 0	7 6 6
Offal labourers (including persons handling, or breaking out crown fats from, offals sent to boiling down) ..	6 19 6	3 0	7 2 6
General labourers ..	6 17 0	3 0	7 0 0

* The Emergency Loading shall not be taken into account in the calculation of Overtime and Holiday Rates.

DIVISION B.—RETAIL SHOPS.

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A).	(b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.	(c) Within the Mildura and Gippsland Districts.
	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.
Employees in country butchers' shops required to do any slaughtering as herein defined in the slaughter-house associated with such shop for more than 24 hours per week ..	7 12 6	7 19 0	7 9 6
Employees who do slaughtering for 24 hours or less in a slaughter-house associated with a butcher's shop— Whilst employed on such work ..	7 12 6	7 19 0	7 9 6
Whilst employed on other work ..	At the rates prescribed for such work.		
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne— Definition:—"Slaughtering" means and includes taking charge of slaughter yard, penning up, knocking down, pithing, sticking, bleeding, dressing, skinning, necking off, cutting down, hanging back, and washing ..	7 17 0	8 3 6	7 14 0

OTHER EMPLOYEES—continued.

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A). (b) Within 10 Miles of G.P.O. at Geelong and Warrnambool. (c) Within the Mildura and Gippsland Districts.	At Yallourn.	All other Parts of Victoria.
	Per Week.	Per Week.	Per Week.
General butcher in charge of branch shop is one whose duties consist of responsibilities with respect to the management or carrying on of the business of such branch shop over and above the duties of a general butcher ..	£ s. d. 7 11 0	£ s. d. 7 17 6	£ s. d. 7 8 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays ..	7 5 0	7 11 6	7 2 0
Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop ..	7 2 0	7 8 6	6 19 0
Small goods makers in butchers' shops, boners, salters, scalders, and cookers ..	7 2 6	7 9 0	6 19 6
Ordermen who deliver but do not cut meat and who are not carters and drivers ..	6 6 0	6 12 6	6 3 0
All others ..	6 4 0	6 10 6	6 1 0
Definition:—"General butcher" means an adult who has served an apprenticeship or has had at least four years' general experience in general butchering and is not exclusively employed in the making of small goods.			
DIVISION C.—SMALL GOODS SECTION.			
Employees in the country required to do any slaughtering as defined in Division B in the slaughter-house associated with a butcher's shop or small goods factory for more than 24 hours per week ..	7 10 6	7 17 0	7 7 6
Employees who do slaughtering for 24 hours or less per week in a slaughter-house associated with a butcher's shop or small goods factory—			
Whilst employed on such work ..	7 10 6	7 17 0	7 7 6
Whilst employed on other work ..	At the rates prescribed for such work.		
Men employed principally on mixing machines and/or responsible for making of small goods ..	7 8 0	7 14 6	7 5 0
Fillermen ..	6 17 6	7 4 0	6 14 6
Small goods makers, butchers, small goods sellers from vehicle who collect cash, boners, salters, scalders, and cookers ..	7 2 6	7 9 0	6 19 6
Packing-room hands ..	6 11 6	6 18 0	6 8 6
Linkers and table hands ..	6 10 6	6 17 0	6 7 6
All others ..	6 4 0	6 10 6	6 1 0
DIVISION D.—CARTERS AND DRIVERS EMPLOYED IN OR IN CONNEXION WITH ABATTOIRS OR MEAT MARKETS.			
Drivers of Motor Vehicles—	Per Week.	Per Week.	Per Week.
Not exceeding 25 cwt. capacity ..	£ s. d. 6 19 0	£ s. d. 7 6 6	£ s. d. 6 16 0
Exceeding 25 cwt. but not exceeding 3 tons capacity ..	7 3 6	7 11 0	7 0 6
Exceeding 3 tons capacity ..	7 8 0	7 15 6	7 5 0
Horse Drivers—			
One horse ..	6 16 6	7 3 6	6 13 0
Two horses ..	6 19 0	7 6 6	6 16 0
Three horses ..	7 1 6	7 8 6	6 18 0
Head stableman (if more than one employed) ..	6 14 0	7 1 6	6 12 0
Other stablemen or grooms ..	6 9 6	6 17 0	6 6 0
Drivers who do not cart meat, and who are not required to wear special clothing	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified
Drivers who, as part of their duties during the week, are required to collect moneys and account therefor ..	11d. per week in addition to the rate specified	11d. per week in addition to the rate specified	11d. per week in addition to the rate specified
Drivers of loaded motor vehicles, except tractors, drawing a loaded trailer	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified
Drivers who, during the day, are engaged in carting blood manure or offensive offal ..	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified
Drivers who are required to cart meat before 7 a.m. shall be paid as follows:—			
From 1st May to 31st October ..	8d. per hour in addition to the rate specified	8d. per hour in addition to the rate specified	8d. per hour in addition to the rate specified
From 1st November to 30th April ..	5d. per hour in addition to the rate specified	5d. per hour in addition to the rate specified	5d. per hour in addition to the rate specified
DIVISION E.—CARTERS AND DRIVERS (NOT ELSEWHERE INCLUDED).			
(1) Drivers of motor vehicles—	Per Week.	Per Week.	Per Week.
(i) not exceeding 25 cwt. capacity ..	£ s. d. 6 9 0	£ s. d. 6 15 6	£ s. d. 6 6 0
(ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity ..	6 13 0	6 19 6	6 10 0
(iii) exceeding 3 tons capacity but under 6 tons capacity ..	6 16 0	7 2 6	6 13 0
(iv) for each complete ton over 5 tons an extra 1s. per week			
(v) motor (not being a tractor) drawing trailer 1s. per day extra for each trailer.			
(2) Horse drivers—			
(i) one horse ..	6 4 0	6 10 6	6 1 0
(ii) two horses ..	6 9 0	6 15 6	6 6 0
(iii) three horses ..	6 12 0	6 18 6	6 9 0
(iv) four horses ..	6 14 0	7 0 6	6 11 0

DIVISION F.—EMPLOYEES ON GAS PRODUCER UNITS.

In addition to the rates prescribed employees shall be paid the following additional rates and granted the following conditions:—

- (1) Driver of motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle—an extra 1s.

Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit—an extra 1s.

Cleaner of gas producer unit who is not a driver, for each day or part thereof upon which he is called upon to clean—an extra 1s.

Provided that the special loadings prescribed by clause 64 of this Determination shall not apply to any driver or cleaner covered by this Division.

- (2) Suitable overalls and gloves shall be provided by employers for the employees mentioned in paragraph (1) hereof.
- (3) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

Clauses, other than clauses 2 (a) and 2 (b), of the said Determination shall remain in force.